



Whistleblower Policy

This Whistleblower Policy of River Country RC&D: (1) encourages staff, volunteers and Board members to come forward with credible information on illegal practices or serious violations of adopted policies of River Country RC&D; (2) specifies that River Country RC&D will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** River Country RC&D encourages complaints, reports or inquiries about illegal practices or serious violations of River Country RC&D policies, including illegal or improper conduct by River Country RC&D itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects which River Country RC&D has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via River Country RC&D's human resources channels, unless those channels are themselves implicated in the wrongdoing. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

2. **Protection from retaliation.** River Country RC&D prohibits retaliation by or on behalf of River Country RC&D against staff, volunteers or Board members for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. River Country RC&D reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. **Where to report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to River Country RC&D's chief employed executive or President of the Board of Directors; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to any other Board Member. River Country RC&D will conduct a prompt, discreet, and objective review or investigation. Staff, volunteers or Board members must recognize that River Country RC&D may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.